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FPM LTR. NO. 530-186

UNITED STATES CIVIL SERVICE COMMISSION

FEDERAL PERSONNEL MANUAL SYSTEM
LETTER

FPM LETTER NO. 530-186

Washington, D.C. 20415
December 16, 1974

SUBJECT: Adjustment of Special Minimum Rates and Rate Ranges Established
Under 5 U.S.C. 5303, Based on Annual Review

FPM Letter 530-185 is superseded.

Heads of Departments and Agencies:

1. FPM Letter No. 530-185, dated November 4, 1974, implemented the Commission's decision to provide the General Schedule pay increase to employees covered by special salary rates. That letter also advised agencies that because we had not completed the annual review many of the special schedules would be adjusted downward to the same relative dollar amounts that were in effect before the general pay increase. The purpose of this FPM Letter is to make those adjustments in the schedules and the new special rates are shown in attachment 1 to this Letter.

2. The special rates for those occupations and locations as shown in attachment 1 will continue in effect until and unless changes warranted by recruitment and/or retention problems attributable to higher starting salaries in the private sector are authorized.

No employee is to suffer any loss in pay because of the special schedule adjustments required by this FPM Letter. Attachment 3 contains the instructions for converting the pay of employees on the rolls to the new special or general rate ranges as appropriate. It should be noted that there is no change in the special schedules for Nurse, San Francisco SMSA; Dental Hygienist, California; Canada; Veterinarian, Worldwide; and the Engineering and Architecture Group. As a new schedule is authorized for Metallurgist at grades GS-5 and 7, and other schedules have been adjusted, i.e., the new rates are higher for some schedules and lower for other schedules.

Bernard Rosen
Bernard Rosen
Executive Director

FOR INFO: Pay Comparability and Allowances Section, BPS, code 101, extension 25595 or 63-25595

530, Pay Rates and Systems (General)

1. This attachment contains the basic salary rate information for each occupation and grade level for which special rates are currently authorized.
2. The columns on the pages that follow identify:
 - a. Specific occupational series coverage by series code and title;
 - b. The geographic coverage;¹
 - c. Grade or grade levels covered;
 - d. The special minimum rate, identified as "1st Step Rate";
 - e. The special maximum rate, identified as "10th Step Rate" for General Schedule occupations;
 - f. The amount of the within-grade increase;
 - g. The effective date, which will be the first day of the pay period that starts on or after the date shown. For rates that are discontinued, the effective date will be January 5, 1975.
3. The full range of special rates for each grade can be prepared by successively adding the amount of the within-grade increase, as shown for each grade, beginning with the special minimum rate, to produce a rate for each step up to the special maximum rate. To illustrate, the Veterinarian, GS-701-9, situation is used:

(The special minimum (i.e., 1st Step Rate) is \$14,553;
the special maximum (i.e., 10th Step Rate) is \$18,405; and
the amount of the within-grade increase is \$428 a year.)

1	2	3	4	5	6	7	8	9	10
\$14,553	\$14,981	\$15,409	\$15,837	\$16,265	\$16,693	\$17,121	\$17,549	\$17,977	\$18,405

This procedure is to be followed in preparing a full schedule of special rates for each occupation and grade level listed in attachment 1. As an aid to preparing the various schedules, attachment 2 contains a comprehensive table which shows the correct dollar amount for each possible step for each GS grade which may be used in the various special schedules. By locating the special minimum rate and special maximum rate on these tables, the full range of authorized rate is readily identified.

¹Where cited, SMSA means the Standard Metropolitan Statistical Area as defined by the Office of Management and Budget.

Note: (Table numbers are provided for use by agencies in data processing systems.)

GS-000 Miscellaneous Occupations

OCCUPATIONAL SERIES COVERAGE	GEOGRAPHIC COVERAGE	GRADE	1ST STEP RATE	10TH STEP RATE	WITHIN GRADE INCREASE	EFFECTIVE DATE
GS-081 Fire Protection and Prevention Series Table No. 011	Clear Air Force Base, Alaska	GS-4	\$ 8,102	\$10,379	\$253	January 5, 1975
GS-083 Airport Police Table No. 012	Washington National Airport and Dulles International Airport, Washington, D. C.	GS-4 GS-5	9,114 9,915	11,391 12,462	253 283	January 5, 1975
GS-083 Policeman Table No. 013	Hines, Illinois	GS-4 GS-5	8,355 9,066	10,632 11,613	253 283	November 10, 1974

GS-300 General Administrative, Clerical and Office Services Group

GS-343 GAO Management Auditor Table No. 257	Worldwide	GS-7	10,871	14,030	351	January 5, 1975
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GS-500 Accounting and Budget Group

GS-510 GAO Auditor Table No. 257	Worldwide	GS-7	10,871	14,030	351	January 5, 1975
GS-510 Accounting Series GS-512 Internal Revenue Agent Series Table No. 262	Worldwide	GS-5 GS-7	9,632 10,871	12,179 14,030	283 351	January 5, 1975

GS-600 Medical, Hospital, Dental and Public Health Groups

OCCUPATIONAL SERIES COVERAGE	GEOGRAPHIC COVERAGE	GRADE	1ST STEP RATE	10TH STEP RATE	WITHIN GRADE INCREASE	EFFECTIVE DATE
GS-602 Medical Officer Series Table No. 290	Worldwide *NOTE: Maximum rate may not exceed \$36,000 a year.	GS-11	\$20,125	\$24,769	\$516	December 8, 1974
		GS-12	23,998	29,533	615	
		GS-13	28,359	34,902	727	
		GS-14	31,552	*39,229	853	
		GS-15	33,794	*42,740	994	
GS-610 Nurse Series Table No. 305	Galveston, Texas	GS-4	8,102	10,379	253	January 5, 1975
GS-610 Nurse Series Table No. 352	San Francisco, California SMSA	GS-4	9,873	12,150	253	October 1, 1974
		GS-5	11,047	13,594	283	
		GS-7	11,573	14,732	351	
		GS-8	12,416	15,908	388	
		GS-9	13,269	17,121	428	
GS-610 Nurse Series Table No. 292	Baltimore, Maryland Standard Metropolitan Statistical Area	GS-4	8,355	10,632	253	January 5, 1975
		GS-5	8,783	11,330	283	
GS-610 Nurse Series Table No. 305	Boston, Massachusetts Standard Metropolitan Statistical Area	GS-4	8,861	11,138	253	December 8, 1974
		GS-5	9,632	12,179	283	

GS-600 Medical, Hospital, Dental and Public Health Group (continued)

OCCUPATIONAL SERIES COVERAGE	GEOGRAPHIC COVERAGE	GRADE	1ST STEP RATE	10TH STEP RATE	WITHIN GRADE INCREASE	EFFECTIVE DATE
GS-610 Nurse Series Table No. 304	Washington, D. C. Standard Metropolitan Statistical Area in- cluding the D.C. Gov- ernment's Children's Center, Laurel, Mary- land and the U. S. Marine Corps Base, Quantico, Virginia	GS-4 GS-5	\$ 9,114 9,915	\$11,391 12,462	\$253 283	December 8, 1974
GS-610 Nurse Series GS-615 Public Health Nurse Series Table No. 296	New York City, New York	GS-4 GS-5 GS-6 GS-7 GS-8 GS-9	9,873 11,047 11,369 11,924 12,416 13,269	12,150 13,594 14,213 15,083 15,908 17,121	253 283 316 351 388 428	December 8, 1974
GS-610 Nurse Series Table No. 350	Long Beach, California plus a 15-mile radius	GS-5	9,632	12,179	283	January 5, 1975
GS-621 Licensed Practical Nurse Table No. 334	New York, New York SMSA and Nassau- Suffolk, New York SMSA	GS-3 GS-4 GS-5 GS-6	8,789 9,367 9,915 10,421	10,814 11,644 12,462 13,265	225 253 283 316	December 8, 1974
GS-621 Licensed Practical Nurse Table No. 337	Cook County, Illinois (including the city of Chicago)	GS-3 GS-4	7,439 8,102	9,464 10,379	225 253	December 8, 1974

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GS-610 Medical, Hospital, Dental and Public Health Group (continued)

OCCUPATIONAL SERIES COVERAGE	GEOGRAPHIC COVERAGE	GRADE	1ST STEP RATE	10TH STEP RATE	WITHIN GRADE INCREASE	EFFECTIVE DATE
GS-621 Licensed Practical Nurse Table No. 342	West Haven, Connecticut	GS-3 GS-4	\$ 7,664 8,102	\$ 9,689 10,379	\$225 253	December 8, 1974
GS-621 Licensed Practical Nurse Table No. 343	Boston, Massachusetts SMSA	GS-3 GS-4 GS-5	7,889 8,355 8,783	9,914 10,632 11,330	225 253 283	December 8, 1974
GS-631 Occupational Therapist GS-633 Physical Therapist Table No. 310	New York City and Suffolk County, New York	GS-6 GS-7 GS-8 GS-9 GS-10	12,001 12,977 13,580 14,125 14,588	14,845 16,136 17,072 17,977 18,827	316 351 388 428 471	December 8, 1974
GS-633 Physical Therapist Table No. 351	Allen Park, Michigan	GS-5 GS-7	10,198 10,871	12,745 14,030	283 351	January 5, 1975
GS-644 Medical Technologist Series Table No. 318	Washington, D. C. SMSA	GS-5	9,632	12,179	283	December 8, 1974
GS-644 Medical Technologist Series Table No. 316	Ann Arbor, Michigan SMSA	GS-5	8,783	11,330	283	January 5, 1975

Attachment No. 1 to Letter 330-100 (C)

GS-600 Medical, Hospital, Dental and Public Health Group (continued)

OCCUPATIONAL SERIES COVERAGE	GEOGRAPHIC COVERAGE	GRADE	1ST STEP RATE	10TH STEP RATE	WITHIN GRADE INCREASE	EFFECTIVE DATE
GS-644 Medical Technologist Series Table No. 314	Milwaukee (Wood), Wisconsin	GS-5	\$ 9,066	\$11,613	\$283	January 5, 1975
GS-644 Medical Technologist Series Table No. 313	San Francisco, Oakland, Palo Alto and Menlo Park, California	GS-5 GS-7	\$10,481 11,222	\$13,028 14,381	283 351	January 5, 1975
GS-644 Medical Technologist Series Table No. 348	Indianapolis, Indiana	GS-5	8,783	11,330	283	January 5, 1975
GS-644 Medical Technologist Series Table No. 331	New York City, New York	GS-5 GS-7	10,198 11,222	12,745 14,381	283 351	December 8, 1974
GS-644 Medical Technologist Series Table No. 353	Detroit, Michigan SMSA	GS-5 GS-7	9,915 10,871	12,462 14,030	283 351	January 5, 1975
GS-647 Medical Radiology Technician Series Table No. 320	New York City, New York and Suffolk County, New York	GS-4 GS-5 GS-6 GS-7	9,620 10,198 11,053 11,924	11,897 12,745 13,897 15,083	253 283 316 351	December 8, 1974

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GS-647 Medical Radiology Technician and Public Health Groups (continued)

OCCUPATIONAL SERIES COVERAGE	GEOGRAPHIC COVERAGE	GRADE	1ST STEP RATE	10TH STEP RATE	WITHIN GRADE INCREASE	EFFECTIVE DATE
GS-647 Medical Radiology Technician Series Table No. 340	Los Angeles - Long Beach, California SMSA	GS-4	8,102	10,379	253	January 5, 1975
GS-647 Medical Radiology Technician Series Table No. 341	Cook County, Illinois (including the city of Chicago)	GS-4 GS-5	\$ 8,102 8,783	\$10,379 11,330	\$253 283	December 8, 1974
GS-649 Inhalation Therapy Technician Table No. 344	New York City, New York SMSA, Nassau - Suffolk, New York SMSA	GS-4 GS-5 GS-6 GS-7	8,861 9,632 10,421 10,871	11,138 12,179 13,265 14,030	253 283 316 351	December 8, 1974
GS-682 Dental Hygienist Series Table No. 327	Norfolk and Newport-News-Hampton, Virginia SMSA's	GS-4 GS-5	7,849 8,783	10,126 11,330	253 283	January 5, 1975
GS-682 Dental Hygienist Series Table No. 328	States of California and Nevada	GS-4 GS-5	7,849 8,783	10,126 11,330	253 283	October 1, 1974
GS-682 Dental Hygienist Series Table No. 347	Columbia, Missouri	GS-4 GS-5	8,355 9,066	10,632 11,613	253 283	January 5, 1975

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GS-000 Other Miscellaneous Occupations

OCCUPATIONAL SERIES COVERAGE	GEOGRAPHIC COVERAGE	GRADE	1ST STEP RATE	10TH STEP RATE	WITHIN GRADE INCREASE	EFFECTIVE DATE
GS-701 Veterinarian Series Table No. 400	Worldwide	GS-9	\$ 14,553	\$18,405	\$428	October 1, 1974
GS-800 All Professional Series in the Engineering and Architecture Group (except Mechanical Engineer, GS-7, Ann Arbor, below) Table No. 414	Nationwide	GS-5 GS-7	11,047 11,924	13,594 15,083	283 351	October 1, 1974
GS-830 Mechanical Engineer (Note: Special rates limited to Mechanical Engineers engaged in motor vehicle emission control mobile source compliance program and mobile source standards program.) Table No. 412	Ann Arbor, Michigan SMSA	GS-7	11,573	14,732	351	January 5, 1975
GS-1224 Patent Examining Series (Engineering Specializations Only) Table No. 576	Washington, D. C.	GS-5 GS-7	10,481 11,222	13,028 14,381	283 351	January 5, 1975

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GS-000 Miscellaneous Occupations (continued)

OCCUPATIONAL SERIES COVERAGE	GEOGRAPHIC COVERAGE	GRADE	1ST STEP RATE	10TH STEP RATE	WITHIN GRADE INCREASE	EFFECTIVE DATE
GS-1321 Metallurgist Table No. 589	Nationwide	GS-5 GS-7	\$11,047 11,924	\$13,594 15,083	\$283 351	December 8, 1974
GS-1654 Printing Management Series (Note: Eligibility for these special rates is limited to employees who have at least a Baccalau- reate Degree with a major in Printing Management.) Table No. 725	Nationwide	GS-5 GS-7	\$10,481 11,222	\$13,028 14,381	\$283 351	December 8, 1974
GS-2091 Sales Store Checker, Supervisory Sales Store Checker Table No. 850	Denver, Colorado	GS-3 GS-4	7,439 7,849	9,464 10,126	225 253	January 5, 1975

Attachment No. 1 to FPM Letter 530-186 (9)

Instructions for Converting Employees' Pay
and Reporting Personnel Actions

1. The pay of employees on the rolls will be converted to the new special or regular rate ranges under the provisions of section 304 of Executive Order 11721, and in line with the rules contained in section 530.306 of the Commission's regulations. These provisions assure that no employee shall have his pay reduced because of the downward adjustment or discontinuation of special salary rates. The following illustrates the effect of these provisions:

a. The new GS-5 special minimum rate for Accountant is lower than the superseded special minimum rate for this grade (Table No. 262). An employee in the first step rate of the superseded GS-5 special rate range and paid \$10,198, immediately before the effective date, will retain the same pay rate on the effective date, and will be placed in the second step of the new special rate range.

b. The special rates are discontinued at GS-5 for Occupational Therapist and Physical Therapist, Washington, D. C. (Table No. 308). An employee in the 10th step of the discontinued GS-5 special rate range and paid \$11,896 immediately before the effective date, will retain the same pay rate on the effective date, and will be placed in a "saved pay" status. This is because the regular GS-5 maximum rate (tenth step) of \$11,047 is less than the employee's current rate, and no employee's salary may be reduced when special rates are discontinued.

2. Reporting Personnel Actions

a. When an employee's step rate only is changed because of the elimination or downward adjustment of a special salary rate schedule, the personnel action will be processed as 899 Step-Rate Change. Actions may be reported individually on forms SF 50 or SF 1126 (or equivalent) or, as a mass listing. If a list is used instead of individual forms, FPM Supplement 296-31, table 6, should be consulted in preparing the list form. Table 7 of the same Supplement provided instructions on reporting the actions to the Commission. A reference to FPM Letter No. 530-186 dated December 16, 1974, should be entered under Remarks on the personnel action.

b. If a special rate schedule is discontinued or reduced and, as a result an employee's existing rate is higher than the maximum rate authorized for his position and grade, the salary rate shown on the "To" side or in the "New Salary" box on the personnel action will be followed parenthetically by the term "Saved Rate". Also a reference should be made under Remarks to "CSC regulation 530.306."

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GRADE	STATUTORY RANGE (Effective the first day of the first pay period beginning on or after October 1, 1974)										EXTENDED RANGE FOR SPECIAL RATES										Within Grade In- creases	GRADE
GS-1	\$5,294	\$5,470	\$5,646	\$5,822	\$5,998	\$6,174	\$6,350	\$6,526	\$6,702	\$6,878	\$7,054	\$7,230	\$7,406	\$7,582	\$7,758	\$7,934	\$8,110	\$8,286	\$8,462	\$176	GS-1	
GS-2	5,996	6,196	6,396	6,596	6,796	6,996	7,196	7,396	7,596	7,796	7,996	8,196	8,396	8,596	8,796	8,996	9,196	9,396	9,596	200	GS-2	
GS-3	6,764	6,989	7,214	7,439	7,664	7,889	8,114	8,339	8,564	8,789	9,014	9,239	9,464	9,689	9,914	10,139	10,364	10,589	10,814	225	GS-3	
GS-4	7,596	7,849	8,102	8,355	8,608	8,861	9,114	9,367	9,620	9,873	10,126	10,379	10,632	10,885	11,138	11,391	11,644	11,897	12,150	253	GS-4	
GS-5	8,500	8,783	9,066	9,349	9,632	9,915	10,198	10,481	10,764	11,047	11,330	11,613	11,896	12,179	12,462	12,745	13,028	13,311	13,594	283	GS-5	
GS-6	9,473	9,789	10,105	10,421	10,737	11,053	11,369	11,685	12,001	12,317	12,633	12,949	13,265	13,581	13,897	14,213	14,529	14,845	15,161	316	GS-6	
GS-7	10,520	10,871	11,222	11,573	11,924	12,275	12,626	12,977	13,328	13,679	14,030	14,381	14,732	15,083	15,434	15,785	16,136	16,487	16,838	351	GS-7	
GS-8	11,640	12,028	12,416	12,804	13,192	13,580	13,968	14,356	14,744	15,132	15,520	15,908	16,296	16,684	17,072	17,460	17,848	18,236	18,624	388	GS-8	
GS-9	12,841	13,269	13,697	14,125	14,553	14,981	15,409	15,837	16,265	16,693	17,121	17,549	17,977	18,405	18,833	19,261	19,689	20,117	20,545	426	GS-9	
GS-10	14,117	14,588	15,059	15,530	16,001	16,472	16,943	17,414	17,885	18,356	18,827	19,298	19,769	20,240	20,711	21,182	21,653	22,124	22,595	471	GS-10	
GS-11	15,481	15,997	16,513	17,029	17,545	18,061	18,577	19,093	19,609	20,125	20,641	21,157	21,673	22,189	22,705	23,221	23,737	24,253	24,769	516	GS-11	
GS-12	16,463	17,078	17,693	18,308	18,923	19,538	20,153	20,768	21,383	21,998	22,613	23,228	23,843	24,458	25,073	25,688	26,303	26,918	27,533	615	GS-12	
GS-13	21,816	22,543	23,270	23,997	24,724	25,451	26,178	26,905	27,632	28,359	29,086	29,813	30,540	31,267	31,994	32,721	33,448	34,175	34,902	727	GS-13	
GS-14	25,581	26,434	27,287	28,140	28,993	29,846	30,699	31,552	32,405	33,258	34,111	34,964	35,817	36,670	37,523	38,376	39,229	40,082	40,935	853	GS-14	
GS-15	29,818	30,812	31,806	32,800	33,794	34,788	35,782	36,776	37,770	38,764	39,758	40,752	41,746	42,740	43,734	44,728	45,722	46,716	47,710	994	GS-15	

* Rates may not exceed the rate for Executive Level V as of October 1974. Executive Level V rate was \$36,000.
 * Rates may not exceed the regular rate for Grade GS-18.

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